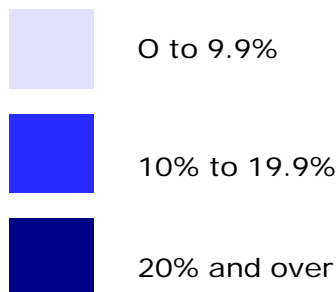
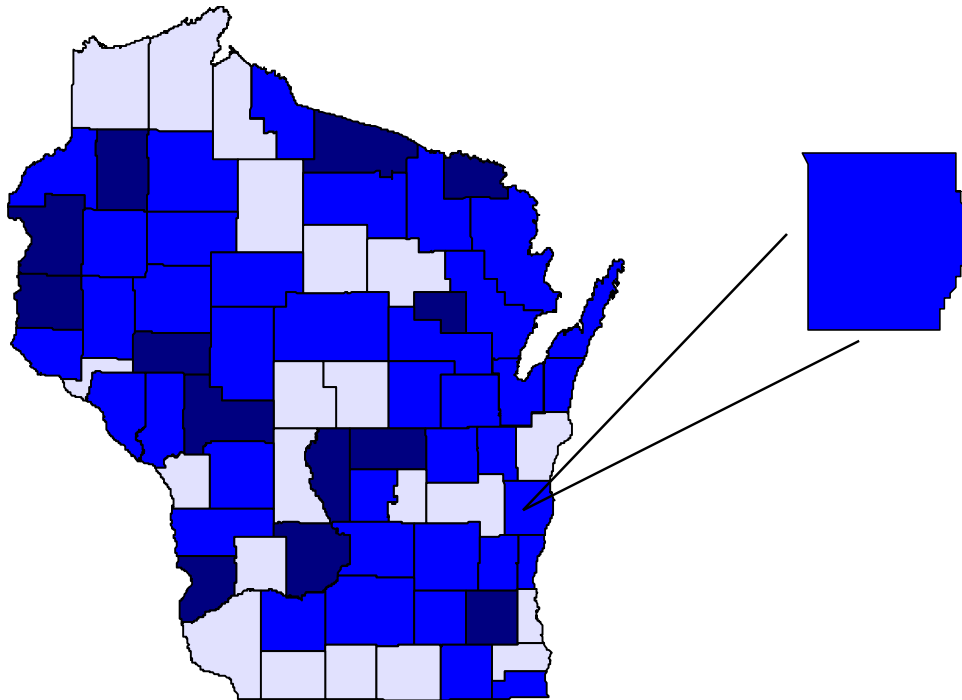


Sheboygan County Workforce Profile

Job Growth 1994 to 1999



**Wisconsin Department of Workforce Development
Division of Workforce Solutions
Bureau of Workforce Information
October 2001**



State of Wisconsin
Department of Workforce Development

Introduction

The County Workforce Profile has been developed by the Wisconsin Department of Workforce Development's (DWD) Bureau of Workforce Information (BWI) to provide a broad overview of Sheboygan County's labor market. The data included in this fourth year of publication is for 1999 to maintain consistency with the previous publications and to provide the user with a single year of reference in order to draw comparisons and form a picture of related labor force and employment information.

A variety of economic and demographic labor market information have been provided to describe the current labor market conditions in the counties and regions of Wisconsin. That information includes 1999 data on population, labor force, industries, employment, wages and income. The narrative describes how local conditions have changed over one-year and five-year intervals. Although population information is available from the 2000 census, it is not included in this publication since the period of time selected for all data sets is 1999. For more recent releases of information please consult the Wisconsin Department of Workforce Development Labor Market Information website: <http://www.dwd.state.wi.us/lmi>.

For more detailed information or clarification, please contact your local labor market analyst,
Dick Seidemann, by telephone (920-208-5809) or email (seider@dwd.state.wi.us).

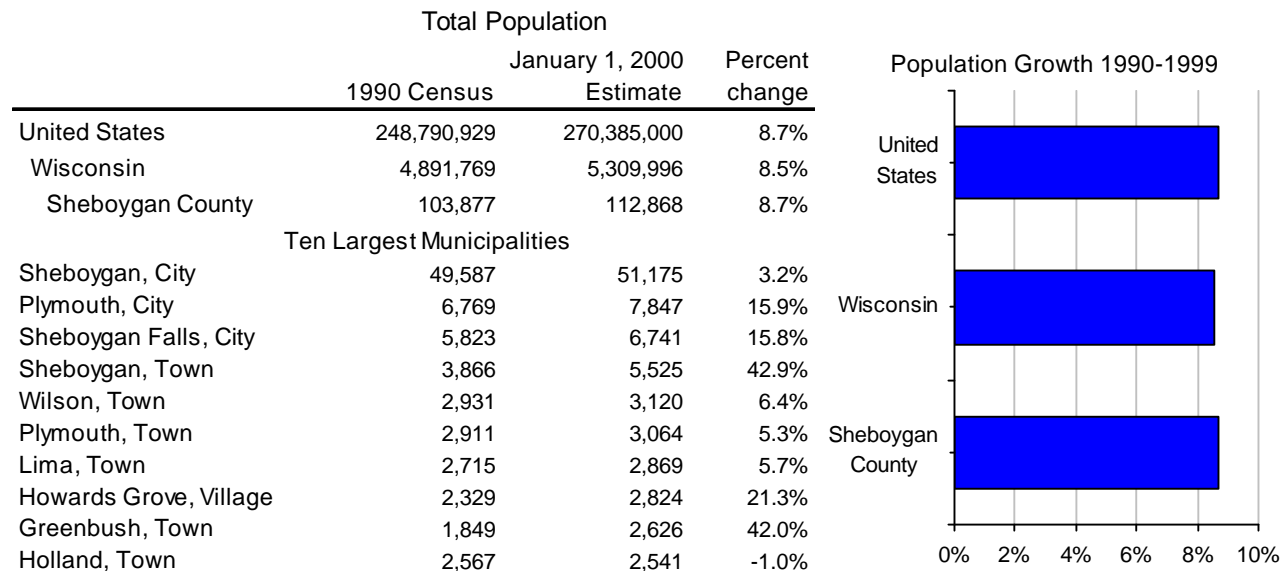
DWD is an equal opportunity service provider. If you need assistance to access services or material in an alternate format, please contact the analyst listed above.

Sheboygan County Population and Civilian Labor Force

Growth in Sheboygan County during the 1990's was very average when compared to the United States and the State of Wisconsin. The county had a growth rate of 8.7 percent, the same as the nation and just above the state rate of 8.5 percent.

The county's growth comes from natural increase (births minus deaths) and net migration (people moving in minus those moving out). Just over 57 percent of the growth in the county was from migration. Sheboygan County ranked 16th in the state for total growth. Dane and Waukesha were numbers one and two, while Milwaukee was 72 with a loss of over 19,000.

The Town of Sheboygan had the fastest growth rate, followed closely by Greenbush. Much of the growth for the Town of Sheboygan is due to its proximity to the City of Sheboygan. The City of Sheboygan only increased by 3.2 percent during the decade for an increase of 1,588.



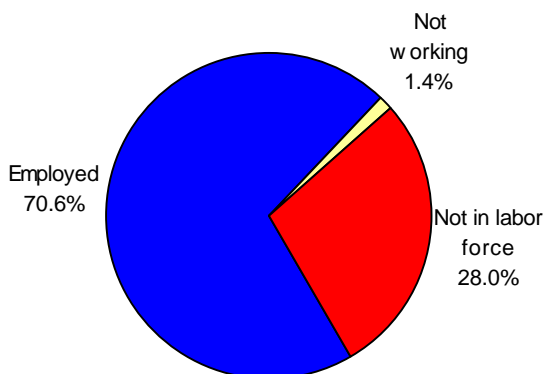
* Sheboygan County portion only

Source: WI Dept. of Admin., Demographic Services Center, *Official Population Estimates*, January 1, 2000

The labor force is the sum of employed and unemployed persons who are 16 years old and older. (The number unemployed is not the same as the number of not working. People who are not working includes people who are unemployed and people who are not in the labor force. Examples of people who are not working but who are not unemployed are retirees or people who choose not to work.)

During the decade, the labor force grew at a faster rate than the population for the county. The labor force increased by 9.4 percent. With relatively low unemployment rates, this is an indication that labor force growth, population growth and economic growth are relatively evenly balanced in the area. However, while unemployment has been low, the population growth for the county has just been average when compared with the state, and this possibly is a limitation on economic growth.

1999 Labor Force Participation



Source: Estimated from WI Dept of Administration population estimates, Jan 2000, US Census Bureau, and Local Area Unemployment Statistics

The term used to describe the relationship between the labor force and population is the "participation rate". In Sheboygan County, the participation rate is slightly lower than the State of Wisconsin, but higher than the United States. Sheboygan County's labor force participation rate is 72.0 percent. The United State's participation rate is 67.1 percent, while the state's rate is 72.3 percent.

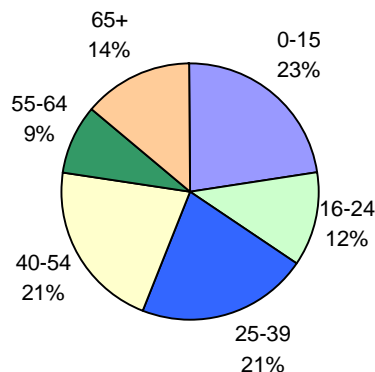
The large 40.0 percent increase in the labor force aged population between the ages of 40 and 54 is the result of the aging of baby-boomers. These workers represent the mature and experienced workforce in the economy. Many in this age bracket will begin to retire in the next decade to be replaced by the younger generation in the 25 to 39 age group. This creates problems for continued growth, while this group is about the same size as the older group, it has actually declined over the previous nine years. This is the group

that normally fills many of the experienced and skilled positions in the labor force. This group has often completed training such as technical college or a baccalaureate degree and has had an opportunity to use these skills in the workplace. The size of the 16 to 24 year olds is slightly larger than the oldest group of 55 to 64 year olds and will in a sense be the replacement workers as this group retires during the next decade. From this group and the group behind it come the replacement workers as well as workforce expansion. Based on current demographics, this will be limited and most likely need to be supplemented by in migration.

Sheboygan County Labor Force Age Population Distribution

Age Group	Population		Percent change
	1990 Census	1999 Estimate	
0-15	24,970	25,799	3.3%
16-24	12,022	13,187	9.7%
25-39	25,536	24,037	-5.9%
40-54	17,323	24,257	40.0%
55-64	8,924	9,827	10.1%
65+	15,102	15,760	4.4%

Source: Estimated from WI Dept of Admin, Demographic Services Center, Official Population Projections 1990-2020 and US Census Bureau



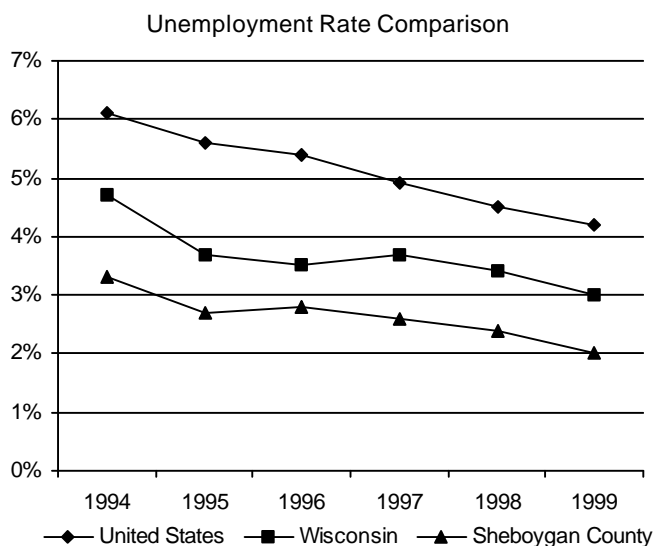
Sheboygan County Civilian Labor Force Data

	1994	1995	1996	1997	1998	1999
Labor Force	59,400	60,900	61,500	60,700	61,500	60,800
Employed	57,500	59,200	59,800	59,200	60,000	59,600
Unemployed	1,970	1,650	1,750	1,590	1,460	1,210
Unemployment Rate	3.3%	2.7%	2.8%	2.6%	2.4%	2.0%

Source: WI DWD, Bureau of Workforce Information, Local Area Unemployment Statistics

The continued increase in employment in the county has led to a substantial decline in unemployment. The county's rate has been below the state average since before 1993. However, NFWS employment in the county has grown faster than both the number employed and the size of the labor force.

This is due to some individuals holding multiple jobs within the county and more workers commuting into the county for employment than leave the county for work. This is typical of the larger metropolitan statistical Areas (MSA) in the state. MSA's such as Milwaukee, Madison and Green Bay have more jobs than available labor force and import workers from the surrounding counties to supply local business.



Source: WIDWD, Bureau of Workforce Information, Local Area Unemployment Statistics

Between 1994 and 1999, the number of non-farm wage and salary (NFWS) jobs in Sheboygan County increased by 5,700 to 62,000. At the same time, the number of people in Sheboygan County that reported being employed increased from 57,500 to 59,600, an increase of 2,200.

Total employment includes agricultural as well as self employment regardless of where they work counting each individual only once, while NFWS does not count these but only counts employment within a county. Since it only counts jobs, a person may be counted twice if they hold more than one job.

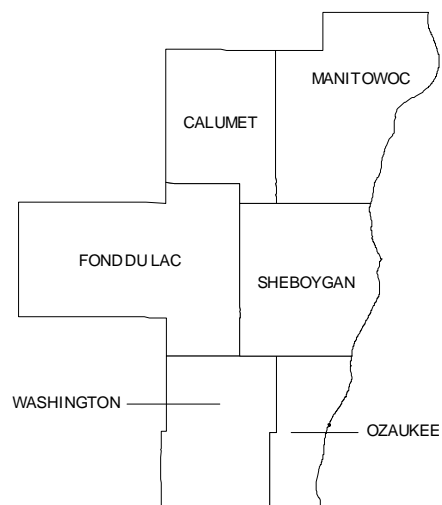
Growth in NFWS employment grew much more rapidly than total employment during the last five years. This is due in how they take employment counts.

Sheboygan County Commuting Patterns

Information on commuting patterns has not been updated since the 1990 census, and data from the 2000 census probably will not be available until sometime next year. Most likely the source and exchange of workers from the surrounding counties has not changed dramatically during the last decade, but it is probably that the numbers have increased.

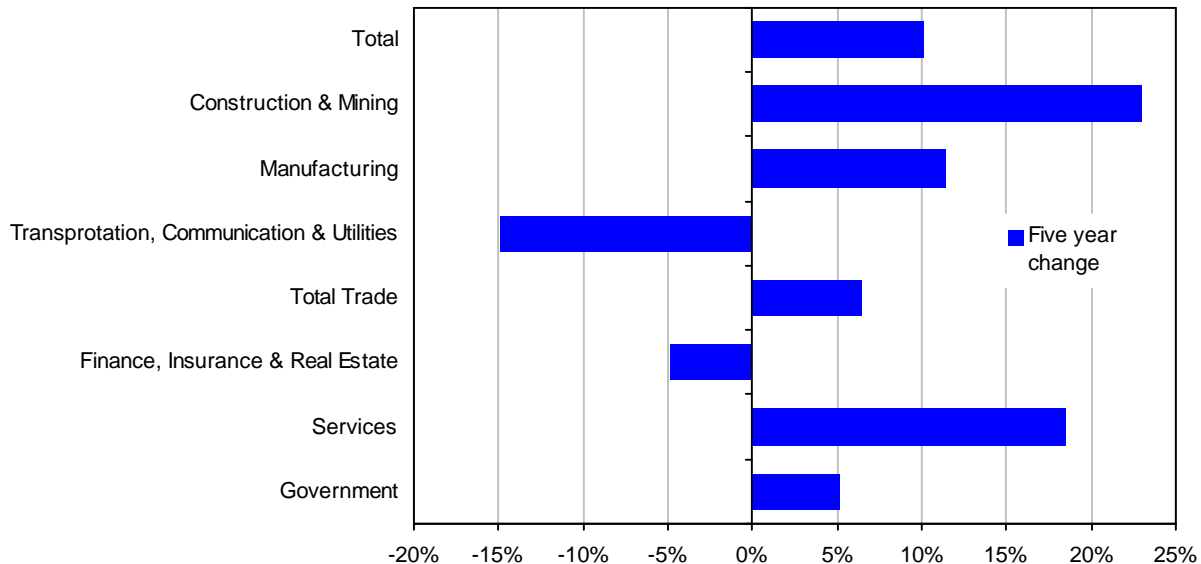
This is probably more true of the number coming to Sheboygan County on a daily basis to work. In 1990, the number of workers entering exceeded those leaving the county, however, at the time, the number of jobs in the county did not exceed the size of the labor force. This has occurred in just the last three or four years.

Ten years ago, only a small percentage of workers in Sheboygan County left the county for employment. Almost 92 percent of all employed Sheboygan County residents worked within the county. At that time nearly 4,500 left the county for work, while just over 5,100 entered the county for work. Manitowoc County was the primary source of the inbound commuters. Nearly half of the residents that worked out of the county went south to either Washington County or Ozaukee County. Travel to the west and north was less. While the number has surely increased, the ratio and the direction of the commute most likely has not.



Interstate 43 and Wisconsin state highway 57 are the two primary north south routes through the county. These two highways permit easy travel for commuters going south towards Ozaukee County. The routes also provide access to the county's two largest communities, the City of Sheboygan along I-43 and the City of Plymouth along highway 57. The county's largest employer is not in either of these cities, but lies in the Village of Kohler. The village lies along I-43 and state highway 23, which is the county's major east-west thoroughfare, and is four lanes in the eastern portion of the county between Sheboygan and Plymouth and provides access west to Fond du lac County.

Sheboygan County Employment Change by Industry 1994 to 1999



	1994	1995	1996	1997	1998	1999	Percent change	
							1 year	5 year
Total	56,340	58,091	57,701	57,978	60,076	62,009	3.2%	10.1%
Goods Producing	25,843	26,659	25,828	26,286	27,629	29,034	5.1%	12.3%
Construction & Mining	2,128	2,171	2,302	2,378	2,417	2,617	8.3%	23.0%
Manufacturing	23,715	24,488	23,525	23,908	25,212	26,417	4.8%	11.4%
Durable	14,660	15,100	14,469	14,853	15,591	16,389	5.1%	11.8%
Nondurable	9,056	9,388	9,056	9,055	9,622	10,029	4.2%	10.7%
Service Producing	30,497	31,433	31,873	31,692	32,447	32,975	1.6%	8.1%
Transportation, Communications & Utilities	1,934	1,859	1,745	1,747	1,660	1,646	-0.9%	-14.9%
Total Trade	10,090	10,744	10,670	10,635	10,849	10,746	-0.9%	6.5%
Wholesale	1,648	1,752	1,833	1,911	1,947	1,905	-2.1%	15.6%
Retail	8,442	8,992	8,837	8,724	8,902	8,841	-0.7%	4.7%
Finance, Insurance, and Real Estate	2,197	2,172	2,213	2,110	2,152	2,090	-2.9%	-4.9%
Services & Misc.	10,301	10,521	11,060	11,054	11,576	12,210	5.5%	18.5%
Total Government	5,975	6,137	6,186	6,145	6,210	6,283	1.2%	5.2%

Source: WI DWD, Bureau of Workforce Information, Nonfarm Wage & Salary estimates.

Nonfarm wage and salary employment (NFWS) measures the number of jobs within a county excluding agricultural, military, and self-employed workers. This data measures the number of jobs within the county without consideration of where the job-holder lives or holds multiple jobs. This information is often referred to as "place of work" data.

Sheboygan has a very low percentage of residents that commute outside of the county to their jobs. The county actually has more that commute into the county than commute out, therefore there were more NFWS jobs filled than county residents reported as employed. In 1999 there were 2,400 more jobs than county residents employed. This is most likely due to a combination of more workers commuting into rather than out of the county, and some workers holding more than one job. Madison, Green Bay, and Milwaukee have similar situations.

A strong base of large, locally owned manufacturers has contributed to the county's large base of manufacturing employment. Manufacturing grew by 11.4 percent since 1994. NFWS growth slowed during 1996, this may be the result of a tight labor market and shortage of workers in some occupations and was experienced in other areas of the state as well. Growth resumed during 1997 and 1998.

Sheboygan County's Largest Industries and Employers

Top 10 Industry Groups

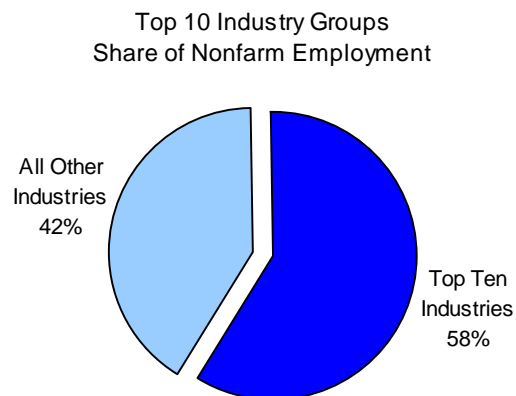
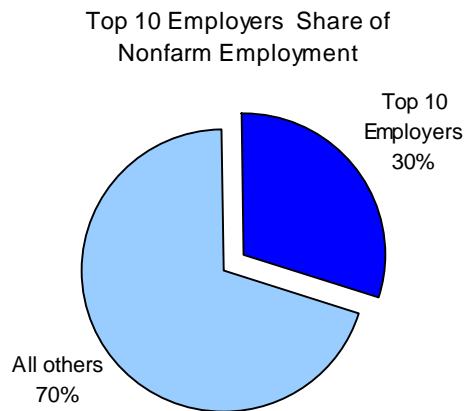
Industry Group	March 2000		Numerical Change	
	Employers	Employment	1 Year	5 Years
Fabricated Metal Products	*	*	*	*
Rubber And Misc. Plastics Products	18	4,995	514	980
Health Services	116	4,815	174	139
Educational Services	24	3,820	111	343
Eating And Drinking Places	160	2,920	152	107
Food And Kindred Products	24	2,622	96	424
Industrial Machinery And Equipment	48	1,949	13	-56
Primary Metal Industries	*	*	*	*
Food Stores	29	1,751	-17	-80
Special Trade Contractors	174	1,716	77	353

*data suppressed to maintain confidentiality

Top 10 Employers

Company	Product or Service	Size
Kohler Co	Plumbing Products Manufacturing	1000+
Bemis Mfg Co	Plastics Manufacturing	1000+
Sheboygan Public School	Public Education	1000+
County Of Sheboygan	Government Services	1000+
J L French Corp	Die Casting	1000+
Aurora Health Care Central Inc	Health Care Services	500-999
Lear Corp Mendon Gen Ptr	Automotive Products Manufacturing	500-999
Sargento Foods Inc	Food Processing	500-999
Richardson Industries Inc	Furniture/Wood Products	500-999
Aurora Medical Group Inc	Health Care Services	500-999

Source: WI DWD, Bureau of Workforce Information Bureau, ES-202 file tape, 1st quarter 1999 and LMI benchmark 2000.



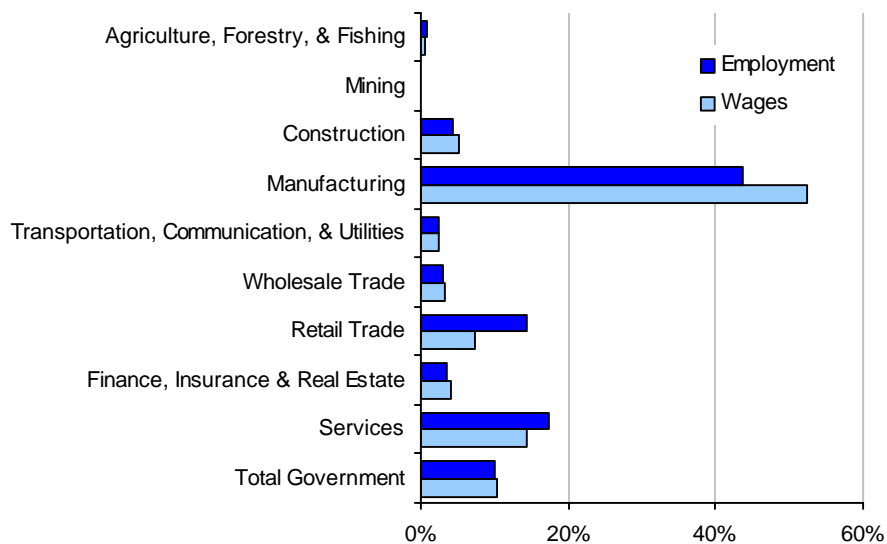
Sheboygan County had a total of 2,408 private employers and 137 government in 1999. The ten largest employers represent less than one percent of the employers in the county, but provided 30 percent of all the jobs in Sheboygan County. Six of the ten largest private employers are in the manufacturing industry, two were in health services, and two were government units. While government accounts for about twelve percent of the employment in the county, it does have several very large employing units affecting the economy of the county.

With the exception of Sheboygan County, all of the largest employers are included in the ten largest industries of the county. Fifty-eight percent of the jobs in the county are in the top ten industries. Fabricated metals is the largest industry group and has the largest employment in the county and includes two of the county's largest employers, Kohler Co. and J.L. French Corp. Rubber and Miscellaneous includes such employers such as Bemis, VPI and others. Health services, the third largest industry is made up of both private employers and government units.

Sheboygan County Employment and Wages 1999

	Annual Average Wage	State Average Wage	Percent of State Average	Percent change 1 year	Percent change 5 year	Number of Workers
All Industries	\$29,619	\$29,609	100.0%	5.2%	21.3%	60,012
Agriculture, Forestry, & Fishing	\$19,787	\$21,499	92.0%	0.4%	4.7%	515
Mining	*	\$39,968	*	*	*	*
Construction	\$34,635	\$36,772	94.2%	3.4%	23.6%	2,598
Manufacturing	\$35,443	\$37,773	93.8%	4.9%	22.2%	26,296
Transportation, Communications, & Utilities	\$29,096	\$34,523	84.3%	6.6%	10.5%	1,538
Wholesale Trade	\$32,017	\$38,048	84.1%	6.5%	19.3%	1,866
Retail Trade	\$15,152	\$15,066	100.6%	5.3%	22.7%	8,600
Finance, Insurance, & Real estate	\$33,327	\$37,911	87.9%	8.4%	22.0%	2,147
Services	\$24,529	\$26,041	94.2%	4.6%	22.1%	10,383
Total Government	\$30,344	\$32,017	94.8%	2.7%	16.2%	6,046

Total Employment and Wage Distribution by Industry Division



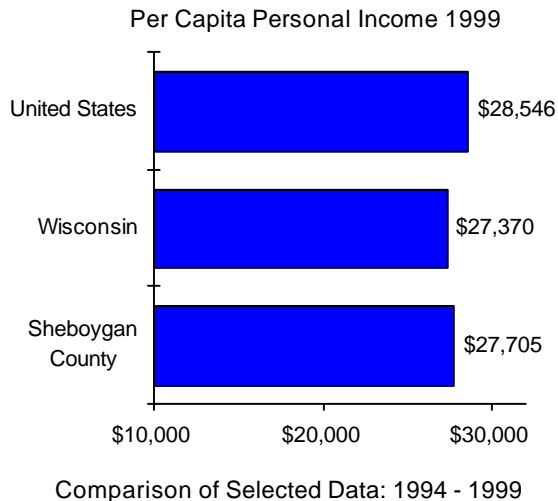
Source: WI DWD, Bureau of Workforce Information, *Employment, Wages and Taxes Due covered by Wisconsin's U.C. Law, Tables 209-211.*

Average wages paid in Sheboygan County was at the state average during 1999. Although manufacturing employment is the largest employment source in the county, it was only at 93.8 percent of the state average for manufacturing. These figures are often affected by the number of hours of overtime and the number and hours for part-time workers. So variances often do not reflect differences in hourly rates, as this is not a measure of hourly wages, but annual wages. During 1999 total wages paid by Sheboygan County employers was \$1,777,469,917.

Manufacturing employment accounts for 52.4 percent of wages paid in Sheboygan County up from 51.6 percent in 1998. Although manufacturing accounts for over 50 percent of the wages paid, only 43.8 percent of the jobs in the county are in manufacturing. This is a very high percentage of jobs, as the national average for manufacturing employment is 13.4 percent. Manufacturing has the second highest average annual wages of all the industry sectors in the county. Mining, which is primarily quarrying in Sheboygan has the highest. Some of the high wages for manufacturing can be attributed to large employers which have collective bargaining agreements and a high percent of full time workers and overtime frequently available.

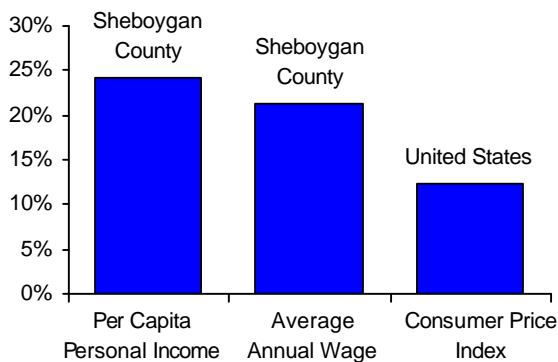
While manufacturing wages represent a larger share of income than its share of employment, retail trade employment is just the opposite. Retail trade represents 14.8 percent of employment, yet only 7.3 percent of the wages paid in Sheboygan County. The wages in the retail industry represent a significantly smaller proportion of total wages than employment, because the industry employs a large number of entry-level workers and over 50 percent of the employment is part-time. Although manufacturing employs nearly three times the workers as retail trade, the total annual wages paid by manufacturing is nearly seven times greater.

Sheboygan County Wage and Income Data



The per capita personal income (PCPI) includes income from wages and self-employment, assets (dividends, interest, rent), and transfer payments (social security, insurance, welfare) divided by total population.

Sheboygan County's per capita income ranked 12th out of Wisconsin's 72 counties during 1999, up from 13th in 1998. Over the past five years, Sheboygan County per capita income has increased by 24.3 percent and wages earned in the county increased 21.3 percent. The percent increase in per capita income was two percent less than the increase nationally. However, income in Sheboygan is fairly close to the national average, a difference of \$841 less down from \$1054 less in 1998. The percent increase in PCPI for Sheboygan and the nation were well above the increase in the consumer price index.



Per capita personal income is often used as a factor in determining eligibility for grants and aids from the state and federal government. Per capita income can be influenced by the number of wage earners, average family size, and the median age of the residents. Wages in Sheboygan are influenced by the health of the U. S. and world economies, since there is a higher than average portion of the workforce involved in manufacturing in the area. Exporting overseas is a factor in the area's economy.

	Per Capita Personal Income						Percent Change	
	1994	1995	1996	1997	1998	1999	1 year	5 year
United States	\$22,581	\$23,562	\$24,651	\$25,874	\$27,321	\$28,546	4.5%	26.4%
Wisconsin	\$21,699	\$22,573	\$23,554	\$24,791	\$26,227	\$27,370	4.4%	26.1%
Sheboygan County	\$22,292	\$23,128	\$23,882	\$24,516	\$26,101	\$27,705	6.1%	24.3%

Source: U.S. Dept. of Commerce, Bureau of Economic Analysis, Regional Economic Information System.

Selected Occupational Wage Data		
	Mean	Median
Cashiers	\$ 7.00	\$ 7.01
Computer Support Specialists	\$ 15.47	\$ 17.90
Extruding/Forming Mach Oprs	\$ 11.94	\$ 12.10
Furniture Finishers	\$ 8.55	\$ 8.87
General Office Clerks	\$ 8.73	\$ 9.36
Home Health Aides	\$ 8.13	\$ 8.37
Janitors and Cleaners	\$ 8.29	\$ 8.78
Machinist	\$ 13.91	\$ 12.68
Machine feeder/offbearer	\$ 8.81	\$ 8.92
Nurse aide	\$ 8.87	\$ 8.77
Registered Nurses	\$ 18.66	\$ 18.86
Salesperson, retail	\$ 7.86	\$ 9.60
Team Assemblers	\$ 8.05	\$ 8.11
Truck Drivers/Heavy or TractorTrailer	\$ 15.43	\$ 15.97
Welders & Cutters	\$ 12.81	\$ 12.61

Source: DWD, BWI, 1999 OES wage survey for the Sheboygan MSA

The wages for the selected occupations in this table were reported by employers in the Sheboygan metropolitan statistical area (MSA) who responded to the Occupational Employment Statistics (OES) survey. Employers from all Wisconsin counties participated in the survey but published data was limited to MSAs.

This is a sample of common occupations in the Sheboygan area. Wage data on additional occupations are available at our website: <http://www.dwd.state.wi.us/lmj>.

The mean wage is the sum of all wages divided by the number of wage earners; this is often referred to as an "average". The median wage is the midpoint of all wages; there are exactly the same number of wage earners above and below this wage.